

Aim Early Idaho  
Endorsement  
Overview

Infant Family Associate  
Infant Family Specialist

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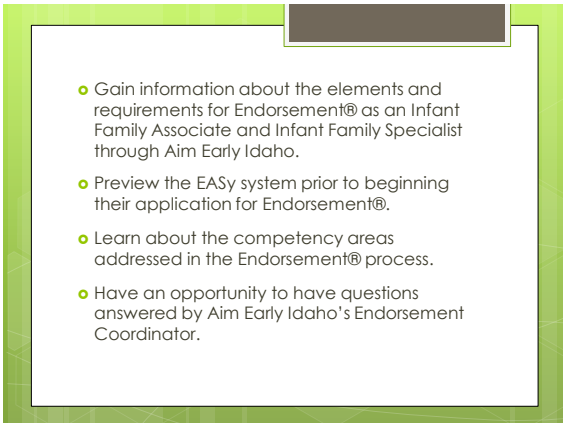
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- Gain information about the elements and requirements for Endorsement@ as an Infant Family Associate and Infant Family Specialist through Aim Early Idaho.
- Preview the EASy system prior to beginning their application for Endorsement@.
- Learn about the competency areas addressed in the Endorsement@ process.
- Have an opportunity to have questions answered by Aim Early Idaho's Endorsement Coordinator.

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What is Endorsement@?



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## Infant Family Associate (Category I)

**Strengthening the Caregiver/Child Relationship, Responsive Caregiving**

Services/Interventions:

- Strengthening the caregiver/child bond by:
- Helping caregivers to understand and respond appropriately to baby's cues
- Incorporating brain development research & attachment theory into all aspects of pregnancy, birthing and child's daily care
- Promoting continuity of care
- Supporting the children's on-going emotional development within the context & culture of the family
- Modeling responsive caregiving
- Providing family support and education
- Identifying early signs of problems that might impede the parent-child relationship
- Referring for further screening/assessment

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## Education and/or Work Experience

- Any academic degree, including Bachelors, Masters, Doctorate (include official transcripts from any college courses completed)  
OR
- Official transcript/certificate from Child Development Associate (CDA)  
OR
- Official transcript from Associate's degree (AD) in related area  
OR
- Two years of infant and early childhood-related paid work experience

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## Training

Minimum 30 clock hours of relationship-based education and training pertaining to the promotion of social-emotional development and/or the practice of infant mental health. Applicants will include as many hours as necessary to document that competencies (as specified in Competency Guidelines®) have been met

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## Professional Reference Ratings

Total of three ratings:

1. One must come from a current supervisor
2. At least one must come from an individual who meets MI-IMH Endorsement® requirements at Level II, III, or IV OR is familiar with the Competency Guidelines® and vetted by MI-IMH\*
3. One can come from a colleague, or a parent/recipient of services (paid or volunteer), teacher, CDA mentor, Board member

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## Code of Ethics & Endorsement® Agreement

Documents are included in the EASy application and are signed electronically online.

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## Documentation of Competencies

Application will document that competencies have been adequately met through course work, paid and/or volunteer work experiences, or in-service training.

Written examination not required for applicants seeking Infant Family Associate Endorsement®

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## Professional Membership

- Membership in Aim Early Idaho required to apply for Endorsement and maintain Endorsement.
- Annual Membership Fees
  - 1 Year Membership \$40.00
  - 2 Year Membership \$70.00
  - Student Member \$25.00
  - Childcare Provider \$25.00

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## Infant Family Associate Endorsement Application Fees

- Initial Registration Fee – \$15.00
- Application Processing Fee - \$25.00
- Membership Fee - \$40.00 annually (\$25.00 annually for childcare providers)

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## Annual Endorsement Renewal

- Current Aim Early Idaho Membership
- Document participation in a minimum of 15 clock hours of specialized training related to the promotion of infant mental health
  - Workshops, conferences, webinars
  - Participation in reflective supervision/consultation
  - Leadership activities related to infant mental health

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## Infant Family Specialist (Category II)

### *Developmental, Relationship-Focused Early Intervention*

- Strengthening the caregiver/child bond through:
- Identifying emotional or attachment concerns
  - Integrating relationship-based practices into the child's existing services (therapies, medical treatment, foster care)
  - Providing direct services based on the context, culture, and needs of the child & family
  - Providing consultation to enhance responsive caregiving
  - Assisting the family in accessing specific infant mental health treatment if needed

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## Infant Family Specialist (Category II)

### **Developmental Professionals including:**

- Social workers (MSW), Psychologists, Mental Health Therapists
- Child Development Specialists
- Early Interventionists
- Therapists (Occupational, Physical, and Speech)
- Maternal & Child Health Nurses
- Developmental Pediatricians

Professionals working in conjunction with child welfare, legal systems, & family service programs.

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## Education and/or Work Experience

Minimum of Bachelor of Arts (BA), Bachelor of Science (BS), Bachelor of Social Work (BSW), Bachelor of Nursing (BSN); and including Master of Arts (MA), Master of Science (MS), Master of Social Work (MSW), Master of Education (MEd), Master of Nursing (MSN), Master of Applied Studies (MAS), PhD, EdD, PsyD, official transcripts required

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## Training

Minimum 30 clock hours of relationship-based education and training pertaining to the promotion of social-emotional development and/or the practice of infant mental health. Applicants will include as many hours as necessary to document that competencies (as specified in Competency Guidelines®) have been met

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## Work Experience

Minimum two years of paid, post-Bachelor's, professional work experience providing services that promote infant mental health. Work experience meets this criterion as long as the applicant has:

- Served a minimum of 10 families of infants/toddlers (birth to 36 months), and
- A primary focus of the services provided is the social-emotional needs of infant/toddler, and
- Services include attention to the relationships surrounding the infant/toddler

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## Reflective Supervision/Consultation

- Minimum 24 clock hours within one- to two-year timeframe; post-Bachelor's, relationship-based, reflective supervision or consultation, individually or in a group while providing services to infants, very young children, and families.
- Provider of reflective supervision/consultation must have earned Endorsement® at III or IV-Clinical. For Bachelor's-prepared II applicants, reflective supervision/consultation that meets criteria for Endorsement® may come from a Master's-prepared professional who has earned II

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## Professional Reference Ratings

Total of three ratings:

1. One from current program supervisor
2. One from person providing reflective supervision/consultation
3. One from another supervisor, teacher, trainer, consultant, colleague, or parent/recipient of service (paid or volunteer)

Please note: At least one rating must come from someone Endorsed at II, III, or IV.

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## Documentation of Competencies

Application will document that competencies have been adequately met through course work, work/volunteer experience, in-service training, and reflective supervision/consultation experiences.

Written examination not required for applicants seeking Infant Family Specialist Endorsement®

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## Professional Membership

- Membership in Aim Early Idaho required to apply for Endorsement and maintain Endorsement.
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- Initial Registration Fee – \$15.00
- Application Processing Fee - \$100.00
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## Competencies

How have the experiences gained (through meeting the requirements in education, work, in-service training, and RSC) lead to competency in the domains of:

- Theoretical Foundations
- Law, Regulation, & Agency Policy
- Systems Expertise
- Direct Service Skills
- Working with Others
- Communicating
- Thinking
- Reflection

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## Theoretical Foundations

### Knowledge Areas

- pregnancy & early parenthood
- infant/very young child development & behavior
- infant/very young child & family-centered practice
- relationship-focused, therapeutic practice
- family relationships & dynamics
- attachment, separation, trauma, grief, & loss
- disorders of infancy/early childhood (category II)
- cultural competence

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## Direct Service Skills

### Knowledge Areas

- observation & listening
- screening & assessment
- responding with empathy
- Advocacy
- life skills
- safety

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## Law, Regulation, & Agency Policy

### Knowledge Areas

- *ethical practice*
- *government, law, & regulation*
- *agency policy*

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## Systems Expertise

### Knowledge Areas

- *service delivery systems*
- *community resources*

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## Working With Others

### Skill Areas

- building & maintaining relationships
- supporting others
- collaborating
- resolving conflict
- empathy & compassion

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## Communicating

### Skill Areas

- listening
- speaking
- writing

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## Thinking

### Skill Areas

- analyzing information
- solving problems
- exercising sound judgment
- maintaining perspective
- planning & organizing

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## Reflection

### Skill Areas

- *contemplation*
- *self awareness*
- *curiosity*
- *professional/personal development*
- *emotional response*

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## EASy Endorsement Application System

<https://easy.mi-aimh.org/aimearlyidaho>

You can access this link from Aim Early Idaho's website; [www.aimearlyidaho.com](http://www.aimearlyidaho.com) under the Endorsement tab.

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## Registering on EASy




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## EASy – Getting Started



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## Contact Info

Endorsement Coordinator: Carol Grise

Email: [endorsement@aimearlyidaho.org](mailto:endorsement@aimearlyidaho.org) or [carolgrisemft@gmail.com](mailto:carolgrisemft@gmail.com)

Phone: 909-375-8230

Website: [www.aimearlyidaho.org](http://www.aimearlyidaho.org)

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